

October 6, 2003

President Robert Dynes
University of California Office of the President
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Gender Identity Nondiscrimination

Dear President Dynes,

Let me start by saying congratulations and welcome to your new position. I am very excited to work with you this year and particularly pleased with the efforts you are already making to seek out input regarding the future of the University from students, faculty, and staff from across the system. I believe very strongly in the importance of including the broadest range of voices and perspectives in the governance of the University.

In particular, I write to formally ask that the University follow the State's lead by updating our nondiscrimination policies to ensure that they prohibit discrimination based on gender identity. On August 3rd, Governor Davis signed into law AB 196, written by Assemblyman Mark Leno of San Francisco. The bill prohibits discrimination based on gender-related characteristics in the realms of housing and employment, protecting transgender persons and individuals who do not conform to gender stereotypes from losing their homes or jobs due to discrimination. California is the fourth state to pass such legislation.

Unfortunately, there are still members of our University community who are not ensured the fair and equitable treatment they deserve because they do not fit society's narrow conceptions of gender. I understand that the UC Lesbian, Gay, Bisexual, Transgender, Intersex Association (UCLGBTIA) has been encouraging the University to update our nondiscrimination policies to include gender identity, but has found it difficult to get a clear answer as to just how those policies can actually be changed. I am hoping that you will be able to help clear some confusion and direct that the policies be updated immediately, or that you will propose the update to the Regents at our next meeting, if action by the Regents is required.

Again, congratulations and welcome. I look forward to the year ahead.

Fiat lux,

Matt Murray